



Agenda Item 3a

May 17, 2011

TO: MEMBERS OF THE PERFORMANCE AND COMPENSATION COMMITTEE

I. SUBJECT: Third Quarter Status Reports on Performance Plans of the Chief Executive Officer, Chief Actuary, General Counsel, Chief Investment Officer and His Direct Reporting Staff

II. PROGRAM: Administration

III. RECOMMENDATIONS: Recommend the Board Accept Third Quarter Status Reports on Performance Plans of the Chief Executive Officer, Chief Actuary, General Counsel, Chief Investment Officer and His Direct Reporting Staff

IV. ANALYSIS:

The Compensation Policies and Procedures provide that, following the end of each quarter in the fiscal year, executives will prepare short status reports on their respective performance plans for the Performance and Compensation Committee. Attached are the status reports for the third quarter of the 2010-2011 Fiscal Year (January 1 - March 31) for the Chief Executive Officer, Chief Actuary, General Counsel, Chief Investment Officer, Chief Operating Investment Officer and Senior Investment Officers.

V. STRATEGIC PLAN:

Under Goal III of the Strategic Plan, CalPERS is committed to sustaining a high performance work culture. This can be accomplished at the highest executive levels through the establishment of methods that provide broad flexibility in the recruitment, retention and compensation of key personnel.

VI. RESULTS/COSTS:

The establishment of performance plan measures is critical to the management of a competitive compensation program for executives at the highest levels of the organization. This, in turn, is critical to the success of the organization. The cost

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of performance awards that might arise from the recommendations in this item will be funded from existing resources.

MICHAEL A. WILLIHNGANZ, Chief
Human Resources Division

STEPHEN W. KESSLER
Deputy Executive Officer
Operations and Technology

Attachments

**Quarterly Incentive Plan Status Reports
Third Quarter 2010-11 Fiscal Year**

The FY 2010-11 third quarter status reports are presented in the following order:

| Position | Incumbent |
|--|------------------|
| Chief Executive Officer | Anne Stausboll |
| Chief Actuary | Alan Milligan |
| General Counsel | Peter Mixon |
| Chief Investment Officer | Joe Dear |
| Chief Operating Investment Officer | Janine Guillot |
| Senior Investment Officer, Alternative Investments | Vacant |
| Senior Investment Officer, Asset Allocation | Farouki Majeed |
| Senior Investment Officer, Fixed Income | Curtis Ishii |
| Senior Investment Officer, Global Equities | Eric Baggesen |
| Senior Investment Officer, Real Estate | Ted Eliopoulos |